

Message Text

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ACTION EUR-10

INFO OCT-01 ISO-00 CAB-01 CIAE-00 COME-00 DODE-00 DOTE-00

EB-03 INR-10 NSAE-00 RSC-01 FAA-00 LAB-01 SIL-01 L-02

PA-01 USIA-04 PRS-01 SP-02 SS-14 NSC-07 DRC-01 TRSE-00

OMB-01 /061 W

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R 091631Z OCT 74

FM USMISSION BERLIN

TO SECSTATE WASHDC 4138

INFO AMEMBASSY BONN

AMEMBASSY LONDON

AMEMBASSY MOSCOW

AMEMBASSY PARIS

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E.O. 11652: N/A

TAGS: ELAB, WB, EAIR

SUBJECT: PAN AM LABOR DISPUTE

1. PAN AM HAS RUN INTO DIFFICULTIES WITH PUBLIC SERVICES AND TRANSPORT WORKERS UNION (OETV) OVER WAGES AND WORKING CONDITIONS FOR STEWARDESSES ON WINTER CHARTER FLIGHTS PREVIOUSLY FLOWN BY MODERN AIR. OETV IS NEGOTIATING WITH PAN AM FOR FIRST TIME ON BEHALF OF STEWARDESSES WHO CHANGED UNIONS EN MASSE EARLIER THIS YEAR. TALKS HAVE NOT YET REACHED CRITICAL STAGE AND THERE IS LITTLE CHANCE OF A STRIKE, BUT IF ISSUE NOT RESOLVED IT COULD FURTHER COMPLICATE PAN AM'S POSITION HERE AND LEAD TO OTHER LABOR PROBLEMS, INCLUDING JURISDICTIONAL DISPUTES WITH TRANSPORTATION WORKERS OF AMERICA (TWU).

2. PAN AM HAS BEEN USING STEWARDESSES FROM INNER-GERMAN SERVICE ON INTERNATIONAL SCHEDULED AND CHARTER FLIGHTS BASED IN BERLIN AND WANTED TO USE SAME PERSONNEL ON

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NEWLY ACQUIRED CHARTER ROUTES BEGINNING OCTOBER 25 TO

CANARY ISLANDS AND SIMILAR DESTINATIONS, WHICH WOULD REQUIRE LONGER HOURS OF CONTINUOUS DUTY THAN ARE PERMITTED UNDER EXISTING LABOR CONTRACT. OETV WAS AGREEABLE TO LONGER HOURS BUT ONLY FOR INCREASED COMPENSATION WHICH PANAM WAS NEGOTIATING RELUCTANTLY. ACCORDING TO OETV, PAN AM WANTED TO AVOID USING STEWARDESSES FROM INTERNATIONAL SERVICE UNDER CONTRACT WITH TWU, WHICH WOULD BE MORE EXPENSIVE, BUT WAS HOLDING THIS POSSIBILITY OVER HEAD OF OETV IN WAGE TALKS. OETV APPEALED TO TWU FOR SUPPORT BUT SEEMS TO HAVE SUCCEEDED ONLY IN AROUSING TWU INTEREST IN TAKING OVER BERLIN-OPERATED INTERNATIONAL FLIGHTS TO PROVIDE EMPLOYMENT FOR ITS MEMBERS BEING LAID OFF BY PAN AM. PAN AM TOLD MISSION THAT TWU CONTROL OF PERSONNEL ON INTERNATIONAL FLIGHTS WOULD PROBABLY BE ONLY FOOT IN DOOR FOR TWU ENTRY INTO INNER-GERMAN SERVICE, WHICH WOULD CERTAINLY PROVOKE REACTION FROM GERMAN UNIONS.

3. MEANWHILE, BERLIN NEGOTIATIONS HAVE BEEN SUSPENDED AND BOTH SIDES HAVE REQUESTED ASSISTANCE OF PUBLIC MEDIATOR. MEETING SCHEDULED FOR OCTOBER 18, BUT UNION PESSIMISTIC ON CHANCES OF RESOLVING ISSUE SO QUICKLY AND PAN AM HAS ALREADY DECIDED TO USE LONDON-BASED STEWARDESSES UNDER TWU CONTRACT. OETV IS ALSO MEETING IN LONDON WITH TWU REPRESENTATIVES REGARDING QUESTIONS OF JURISDICTION AND COMPARABILITY OF LABOR CONTRACTS AND TO RESOLVE QUESTION OF WHETHER FOR UNION PURPOSES BERLIN CHARTERS SHOULD BE CONSIDERED INTERNATIONAL FLIGHTS. KLEIN

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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: LABOR DISPUTES
Control Number: n/a
Copy: SINGLE
Draft Date: 09 OCT 1974
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: elyme
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1974BERLIN01813
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D740287-0612
From: BERLIN
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1974/newtext/t19741061/aaaabzzq.tel
Line Count: 88
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EUR
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators:
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: elyme
Review Comment: n/a
Review Content Flags:
Review Date: 29 APR 2002
Review Event:
Review Exemptions: n/a
Review History: RELEASED <29 APR 2002 by boyleja>; APPROVED <12 MAR 2003 by elyme>
Review Markings:

Declassified/Released
US Department of State
EO Systematic Review
30 JUN 2005

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: PAN AM LABOR DISPUTE
TAGS: ELAB, EAIR, WB, PANAM
To: STATE
Type: TE
Markings: Declassified/Released US Department of State EO Systematic Review 30 JUN 2005